



**WIA State Annual Report**

**Commonwealth of Pennsylvania**

**PY 2012**

**October 1, 2013**

**WIA State Annual Report  
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The Department of Labor and Industry (L&I), in coordination with 22 local workforce investment boards (LWIBs) and the Pennsylvania Workforce Investment Board (PA WIB), form a partnership that administers state and federal workforce programs throughout the commonwealth. These programs allow for locally-driven, innovative solutions to the workforce needs of Pennsylvania businesses and job seekers.

The following report documents many of the programs and initiatives which have helped grow the workforce of Pennsylvania, thereby expanding business opportunity. In compliance with the Workforce Investment Act (WIA) of 1998, Title 1, Chapter 6, §134, §136 and §185, Pennsylvania compiled the WIA State Annual Report for Program Year (PY) 2012.

## **Section A – Required Narratives**

### **A.1. Pennsylvania’s WIA Title 1 Performance Analysis**

Pennsylvania successfully met all nine of its performance goals for the sixth year in a row during Program Year (PY) 2012. Six of the nine common measures increased from their PY 2011 levels, with one advancing from meeting the negotiated goal to now exceeding the negotiated goal. Overall, the Commonwealth is exceeding the negotiated level in seven measures.

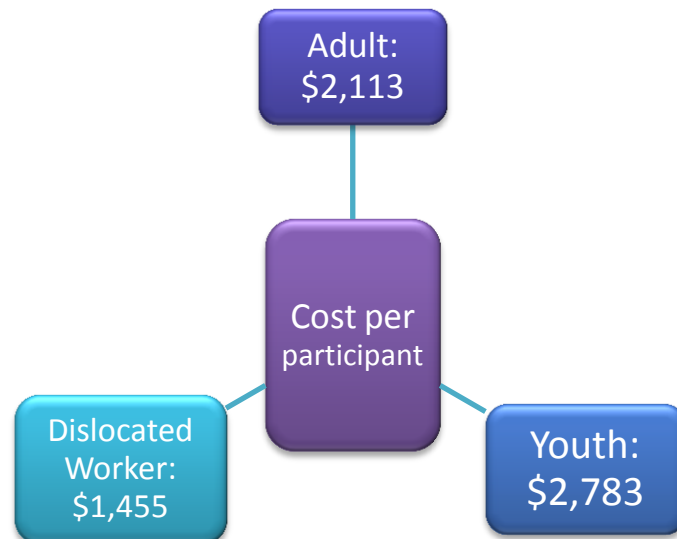
Pennsylvania’s workforce measures continue to show improvement and are returning to, and in some cases exceeding, pre-recession levels. With the gains made in PY 2012, the commonwealth remains below pre-recession levels of PY 2008 in only three of the nine measures (Adult and Dislocated Worker Entered Employment and Dislocated Worker Retention). Both Adult and Dislocated Worker Entered Employment performance measures remain over five percentage points below PY 2008 levels. Dislocated Worker Retention is 1.6 percentage points below PY 2008 levels.

Both Entered Employment and Retention measures showed improvement for Adults from last program year. These measures increased by 1.4 and 2.5 percentage points, respectively. Dislocated Workers saw an increase in both of these measures, as well. Entered Employment increased by 1.5 percentage points, whereas retention saw an increase of one-tenth of a percentage point. Youth saw an increase in two of their three measures. The largest increase was Literacy and Numeracy, up 7.2 percentage points from PY 2011. Attainment of Degree or Certificate increased seven-tenths of a percentage point.

Pennsylvania’s cost to achieve positive outcomes was mixed, with costs for three of the common measures decreasing and six increasing during PY 2012. All of the Youth measures experienced a decrease in the cost to achieve positive outcomes, while increases were seen in the cost effectiveness of the Adult and Dislocated Worker programs. This is a result of a 6.2 percent increase in federal spending from PY 2011 and a 4.3 percent drop in participants for Adults; and, a 15.4 percent decrease in total federal spending from PY 2011 and a 24.2 percent decrease in the number of participants in the Dislocated Worker program. Following is a summary analysis of the cost effectiveness of each measure, including services provided within each cohort of participants.

### A.1.a. Cost Comparison of Service and Outcomes

For the purposes of this cost comparison, funding stream expenditures were divided by the number of total participants for the program year to derive a cost per participant. Using this method, the cost per participant by funding stream for the program year was estimated as follows:



To determine the cost to be successful in attaining employment, retention, and/or six-month wage earnings, the cost per participant was multiplied by the total number of individuals eligible for the performance measure, and then divided by the number of participants who succeeded in attaining the performance level.

### A.1.b. Adults and Dislocated Workers Common Measures

**Adults.** Participation levels declined in PY 2012, down 4.3 percent from PY 2011. Despite this decline, participation levels remain 50 percent higher than pre-recession levels. In contrast, expenditures for the WIA Adult program increased 6.2 percent from PY 2011. The increase in spending led to a \$210 increase in the cost per Adult participant. For those Adults eligible for inclusion in the Entered Employment rate, it cost the state approximately \$2,968 for a successful Entered Employment; \$2,475 for a successful Retention; and \$3,447 to meet or exceed the negotiated wage level of \$13,000. The cost for all three previously listed measures increased by 8.8, 7.8, and 15.7 percent, respectively, from last program year. The percent of Adult participants in the calculation that had six-month average wage earnings that either met or exceeded the negotiated level declined slightly to 61.3 percent, 2.6 percentage points lower than PY 2011 results.

For those Adults who received training services and were eligible for performance measurement, the average cost for a participant to become employed was \$2,590 and to be retained in employment, \$2,467. The average cost for a participant to achieve a wage at or above the state's negotiated level was \$3,075. The average six-month earnings for those who received training services decreased to \$15,597, down \$1,128 from PY 2011. Approximately 69 percent of participants had earnings that met or exceeded the negotiated goal, compared to 71 percent in PY 2011. A continued benefit of the training

services is the higher average earnings gained by participants (\$15,597 compared to \$13,187 for those receiving core or intensive services). Costs to achieve outcomes for training are lower than for core/intensive services, as well.

For those Adults who received core (staff-assisted) or intensive services only, the average cost for a participant to become employed was \$3,194; to be retained, \$2,479; and to have a wage gain at or above the negotiated level, \$3,707. The average six-month earnings for those who received only core (staff-assisted) or intensive services increased by \$699 (5.6 percent) from what was observed in PY 2011, to \$13,187. The percentage of participants who had earnings that met or exceeded the average earnings goal of \$13,000 increased two-tenths of a percentage point from last year to 57.0 percent.

Additional analysis of Adult performance by highest level of service received revealed that individuals who received training services showed a greater percentage of success in the measures than individuals who only received intensive and core services (see Table 1 below), indicating the increased benefits of training versus job search assistance. The data also showed an increase from last year in each of the training category percentages for Entered Employment and exceeding state negotiated six-month earnings.

**Table 1 – Adult Participant Performance Outcome Success by Degree of Service**

Measures	Core and Intensive	Training
Entered Employment Rate	66.1%	81.6%
Six Month Retention Rate	85.2%	85.6%
Exceed State Negotiated Six-Month Earnings Level (\$13,000)	45.6%	58.0%

**Dislocated Workers.** Pennsylvania experienced an 11.6 percent increase from PY 2011 in the cost per participant for its Dislocated Worker program to \$1,455. A 24.2 percent decrease in exiters led to this increase in costs despite a 15.4 percent decrease in federal spending for PY 2012. The state's costs for Dislocated Workers who had a successful outcome averaged \$1,919 for Entered Employment; \$1,643 for employment Retention; and \$2,392 for average six-month wage earnings that either met or exceeded the state's negotiated level. The cost for all three previously listed measures increased by 9.3, 11.5, and 17.0 percent, respectively, from last program year. Of the Dislocated Workers included in this measure, the percentage of participants who met or exceeded the negotiated wage of \$16,500 decreased to 60.8 percent, a three percentage point change from PY 2011.

The commonwealth's average cost for Dislocated Workers who received training services to enter employment was \$1,756; to retain employment, \$1,619; and to meet or exceed the state's negotiated average six-month wage earnings, \$2,296. For those Dislocated Workers who received core (staff-assisted) and intensive services only, the average cost to enter employment was \$2,073; to retain employment, \$1,670, and to have passing average wage earnings, \$2,514. As seen with Adults, those who received training have a lower cost per participant than those receiving core/intensive services. For those who received training, average six-month earnings decreased over the year by \$1,139 to \$17,309. The earnings for those who received core and intensive services increased by \$493 and resulted in average six months earnings of \$16,609. Training services saw a four percent decrease in the Dislocated

Worker participants meeting or exceeding the earnings measure, while core and intensive services experienced only a 1.4 percent decrease from last year.

A comparison of performances based upon the degree of service provided for Dislocated Workers showed a very similar dynamic to the Adult group (Table 1). The data shows that those who receive training services perform better than those who only receive core and intensive services.

**Table 2 - Dislocated Worker Participant Performance Outcome Success by Degree of Service**

Measures	Core and Intensive	Training
Entered Employment Rate	70.2%	82.9%
Six Months Retention Rate	87.1%	89.9%
Exceeded State Negotiated Six-Month Earnings Level (\$16,500)	41.3%	50.0%

#### **A.1.c. Youth Common Measures**

Two of the three Youth performance measures improved from PY 2011, with Youth Literacy and Numeracy seeing the largest gain (7.2 percentage points). The costs associated with obtaining these performance levels for these measures decreased \$334 from PY 2011 to \$2,783. These declines can be attributed to a 14.1 percent drop in federal spending in PY 2012, while serving slightly fewer participants than last year.

**Youth Placement.** In PY 2012, the 4,171 youth measured for placement into employment or education were evenly split between out-of-school and in-school youth. This represents an increase of nearly 20 percent in the number of in-school youth. The number of out-of-school youth remained steady. The placement rate for the in-school youth was 66.1 percent (down from 68.8 percent last program year), while out-of-school youth showed a placement rate of 60.4 percent (down 2.4 percentage points from last year). The state average for this measure was down 2.2 percentage points from the previous program year to 63.3 percent. The approximate cost per person to have a successful youth placement was \$4,399, down 7.5 percent from last year.

**Youth Attainment of Degree or Certificate.** Once again, the youth attainment measure was one of Pennsylvania's best outcomes. At 84.6 percent (seven-tenths of a percentage point higher than last year's level), the commonwealth was able to exceed our negotiated goal of 76 percent. This shows Pennsylvania's continued commitment to increasing credential attainment. Overall, the number of participants who met the measure increased 17 percent from last year, while the number of total participants increased by 16 percent. Looking closer at the performance of in-school youth (76.3 percent) and the out-of-school youth (98.5 percent), out-of-school youth remained the same while in-school youth increased slightly, up 1.8 percentage points from PY 2011. It cost the state approximately \$3,290 per participant for a successful attainment, down 11.4 percent from last year.

**Youth Literacy and Numeracy.** The statewide performance level for Literacy and Numeracy improved from PY 2011 – up 7.2 percentage points to 66.2 percent. The number of youth meeting this measure remained level, while the total possible participants decreased from 1,615 to 1,437. For these youth to

attain a literacy and/or numeracy gain, it cost the commonwealth approximately \$4,201 per youth, down 20.5 percent from last year.

As was the case in previous years, 18 and 19 year-olds were the two largest age groups in terms of Literacy and Numeracy participants and collectively made up over half of the total youth served (52.7 percent). The 16 year-olds had the highest success rate of 78.9 percent, although they comprised only 1.3 percent of the total youth population. The 20 year-olds had the second-highest success rate at 70.1 percent. The success rate for all other individual age groups ranged from 67.9 percent (17-year-olds) to 63 percent (19-year-olds). Comparing older youth versus younger youth, older youth comprised the majority of participants (nearly 61.2 percent). However, the success rates were nearly equal (67.2 percent for younger youth compared to 65.6 percent for older youth).

#### **A.1.d. Performance Outcome Time Frames**

The U.S. Department of Labor Employment and Training Administration mandated specific time frames for performance measure reporting. The Youth Literacy and Numeracy performance cohort time frame was discussed earlier. The remaining performance time frames, including the Table M and Table O participant and exiter counts, are as follows:

##### Participant Levels

**Participants.** By funding stream, those WIA participants who were receiving reportable workforce development services at any time during the program year (July 1, 2012 through June 30, 2013).

**Exiters.** By funding stream, those WIA participants who exited between April 1, 2012 and March 31, 2013.

##### WIA Adult/Dislocated Worker

**Entered Employment Rate.** Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2011 and September 30, 2012.

**Six-Month Retention Rate.** Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2011 and March 31, 2012.

**Six-Month Average Earnings.** Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2011 and March 31, 2012.

##### WIA Youth

**Placement (in Employment or Education) Rate.** Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2011 and September 30, 2012.



***Attainment of Degree or Certificate Rate.*** Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2011 and September 30, 2012.

***Literacy and Numeracy Rate.*** Those WIA participants who received Youth funding, who were out of school and basic skills deficient that were determined to have finished, or exited, reportable workforce development services between July 1, 2011 and June 30, 2012.

#### **A.1.e. Report Tables**

The following report tables are provided as modified due to waiver requirements: tables [B](#), [C](#), [D](#), [E](#), [F](#), [G](#), [H](#), [L](#), [M](#), [N](#), and [O](#). Table [H.1.A](#) has also been included, which contains subpopulation breakouts of the Youth Common Measures.

#### **A.2. Waivers Evaluation**

Pennsylvania evaluates WIA statutory and regulatory provisions to identify barriers that preclude or limit the effectiveness of the commonwealth's efforts to serve its businesses and citizens. When a barrier is identified, the commonwealth may pursue a waiver of the provision if it facilitates more effective implementation of Governor Corbett's workforce development strategy.

The commonwealth assesses the degree to which waivers support the state's strategies and economic recovery and the responsiveness to supporting particular local needs; the policies in place to support each waiver's implementation; and whether programmatic outcomes can be achieved as a result of the waiver.

Last year, as part of the submission of the State Integrated Workforce Plan for WIA and Wagner-Peyser Activities (PY 2012-2017) the commonwealth discontinued three previously-approved waivers: (1) transfer of funds; (2) customized training; and (3) incumbent worker training.

Upon further consideration of the economy, local area needs and the strategic direction of the commonwealth, Pennsylvania subsequently requested: (1) a waiver to increase the transfer authority of local workforce investment boards; (2) a waiver of the requirement to provide local area incentive grants; and, (3) a waiver to permit the use of Rapid Response funds for incumbent worker training as part of a layoff aversion strategy.

Further information about Pennsylvania's approved waivers may be found in [Section D, Appendix II](#).

## Section B – Optional Narratives

### **B.1. JOBSFirst PA**

Governor Tom Corbett unveiled JOBSFirst PA, his comprehensive economic and workforce development strategy, in February 2012. JOBSFirst PA focuses on three core areas: bringing a private-sector mentality to state government; improving workforce development; and investing in Pennsylvania’s job creators. A number of JOBSFirst PA initiatives were accomplished in PY 2012, including:

- ***Unemployment Compensation (UC) Reform*** – Legislation was enacted to better align the UC Trust Fund’s benefit payments with its resources, adjust the revenue structure to allow a greater accumulation of reserves, and improve the fund’s ability to perform in future economic downturns. Through interim financing, the commonwealth saved employers \$22.6 million in interest. Permanent financing will save employers an additional estimated \$150 million in interest over the life of the bonds.
- ***JobGateway<sup>SM</sup>*** – Continued employer input resulted in a revamped job search website with more than 200,000 online job postings, as well as enhanced functionality to assist the unemployed in finding jobs and employers in finding talent.
- ***Job Creation Tax Credit*** – The tax credit amount increased from \$1,000 to \$2,500 per job for employers who create a new job that is filled by an unemployed individual.
- ***PA Resource Manufacturing Tax Credit*** – A tax credit was enacted to develop a robust petrochemical industry in Pennsylvania and in turn grow the manufacturing sector.
- ***Discovered in PA – Developed in PA*** – The program makes funds available to promote entrepreneurship, increase technology transfer and commercialization, and enhance economic development capacity throughout the commonwealth.
- ***Research & Development Tax Credit*** – The credit was amended to remove the 2015 sunset provision and extend the life of the program.
- ***Keystone Works*** – The employment program enables unemployed workers to receive on-the-job training while receiving unemployment compensation, and incentivizes businesses to hire UC recipients.
- ***Pennsylvania Targeted Industry Program (PA-TIP)*** – This program provides grants to students enrolling in certificate programs needed by high demand industries including energy, agriculture and manufacturing.
- ***Tax reform:*** The legislature affected the following changes in Pennsylvania’s tax structure:
  - Continued the phase-out of the Capital Stock and Franchise Tax;
  - Adopted a single-sales-factor for Corporate Net Income Tax;
  - Eliminated the Inheritance Tax and Realty Transfer Tax on family farms; and,
  - Eliminated the Inheritance Tax on small businesses.

The initiatives enacted as part of the JOBSFirst PA agenda have grown Pennsylvania's economy and created and retained private sector jobs. JOBSFirst PA will continue to evolve to ensure there is a job available for every Pennsylvanian who wants one.

### **B.2. Inter-Agency Workforce Development Task Force**

The Interagency Workforce Development Task Force was created in September 2011 to increase collaboration and communication across state agencies. The task force was charged with making recommendations to the governor's office to improve workforce development programs and to better incorporate workforce development efforts into the larger economic development universe.

The task force includes representatives from nine agencies, all of which administer workforce development related programs.



A number of multi-agency initiatives occurred in PY 2012, including:

- ***Interagency Coordination on Students with Disabilities*** - An interagency workgroup was formed in April 2012 to revise and update policies for students age 14 and older with disabilities. The Departments of Education, Public Welfare (DPW), Health and Labor & Industry (L&I) have an interagency agreement that outlines how each agency will direct its resources (general and

special education, medical assistance, and vocational rehabilitation funding) to assist students with disabilities in the transition from secondary education to employment, post-secondary education or independent living.

- **Workforce Data Quality Initiative (WDQI)** – L&I, DPW and the Department of Education each maintain expansive data systems that contain critical information. However, there is limited information sharing capability and therefore no ability to effectively tie education data to workforce outcomes. The three agencies are working to build a federated data system to link the databases. The federated data system will allow for better analysis of education and training programs and help improve the overall performance of workforce development programs. For more on WDQI, see section [B.20](#).
- **Interagency Coordination between PA CareerLink® and EARN Centers** – L&I, in partnership with DPW, piloted an integration of the co-located Employment Advancement and Retention Network (EARN) center at the Lancaster PA CareerLink®. The project will help determine obstacles and best practices for future integration opportunities across Pennsylvania.
- **Ex-Offender Employment** – L&I participated in and completed the first “Offender Workforce Development Specialist” (OWDS) training program. The OWDS training program is a PA Department of Corrections (DOC)-led, multi-week, intensive training program that gives professionals who work with ex-offenders the skills and knowledge necessary to address the unique challenges faced by this population when seeking employment. OWDS is a cross-agency initiative, involving L&I, DPW, the PA Board of Probation and Parole, DOC and several local government and non-profit agencies. Working regionally and in teams, OWDS graduates have developed eight local strategic plans to assist ex-offenders in gaining employment.

### **B.3. Governor Corbett’s Advisory Groups**

#### **B.3.a. Marcellus Shale Advisory Commission**

Marcellus Shale is a large natural gas formation extending across roughly two-thirds of Pennsylvania. In 2011, Governor Corbett established the Marcellus Shale Advisory Commission. Among its tasks was to provide recommendations in a number of areas, including workforce development needs and opportunities.

The commission issued [their report](#) on July 22, 2011, which contained 26 recommendations regarding economic and workforce development. In PY 2012:

- L&I worked with the Community College of Philadelphia to create a new Energy Training Center. The center is a collection of curricula intended to prepare students for careers in high priority energy occupations, including Marcellus Shale and ancillary industries.
- L&I launched [PA Career Coach](#), an online career exploration tool that provides up-to-date local employment data including: current and projected job openings; recent job growth areas; estimated earnings; occupations that match with a user’s current skills and knowledge; and

specific educational programs in the local area that will prepare an individual for a given occupation.

- L&I produced [Marcellus Shale Fast Facts](#), a quick snapshot of labor market information for Pennsylvania's Marcellus Shale (MS) industries and related economic activity. L&I also produced regional reports for the six Workforce Investment Areas with substantial Marcellus Shale activity.
- L&I produced a [Statewide Career Guide](#) for Marcellus Shale and ancillary occupations.
- L&I produced an [Oil and Gas/Energy Career Directory](#) for the Southwest Corner Workforce Investment Board. The report is designed to assist regional job seekers and students in understanding occupations in the oil and gas industry.
- L&I convened the “Pennsylvania Career Materials in the Natural Gas Industry” workgroup to coordinate efforts across education and workforce systems. A specific deliverable of this workgroup is to analyze the “Job Families” with industry needs. The workgroup consists of representatives from L&I, Marcellus Shale Coalition, Penn College of Technology, ShaleNET, Allegheny Conference, and the Pennsylvania Department of Education.
- In September 2012, Penn College of Technology was awarded a \$14.96 million federal grant to lead ShaleNET U.S., a consortium initiative that seeks to develop and implement standardized, stackable certificate and associate degree programs serving high-demand occupational categories in oil and natural gas and associated supply-chain industries. Westmoreland County Community College, Stark State College (OH) and Navarro College (TX) are part of the consortium.
- L&I began work with an advisory group of experts, led by the Center for Rural Pennsylvania, on a multi-year project detailing the impact of the Marcellus Shale natural gas development on rural communities in Pennsylvania.
- On July 30, 2012, more than 50 Veteran service providers and Pennsylvania companies with open job positions participated in a job fair held at V.A. Butler Healthcare. The job fair was conducted in coordination with the U.S. Chamber of Commerce, the PA Chamber of Business & Industry and local chamber as well as U. S. Department of Labor’s Veterans’ Employment and Training Service; the Pennsylvania Committee of the Employer Support of the Guard and Reserve; Butler County; PA CareerLink® of Butler County; NBC News; and numerous other Butler-area businesses and partners.
- On December 6, 2012, the U.S. Chamber of Commerce, the PA Chamber of Business & Industry, Pennsylvania Army National Guard, Pennsylvania Committee of the Employer Support of the Guard and Reserve (ESGR), the U.S. Department of Labor Veterans’ Employment and Training Service (DOL VETS), the U.S. Department of Veterans Affairs, The American Legion, NBC News, and other local partners hosted a “Hiring Our Heroes” event at Fort Indiantown Gap.

### B.3.b. Governor's Manufacturing Advisory Council

Governor Corbett commissioned the Governor's Manufacturing Advisory Council to identify and prioritize ways to sustain and advance the manufacturing sector in Pennsylvania. The Council was chosen to be representative of Pennsylvania's manufacturing sector – of the 24 members, 19 were manufacturing CEOs. The group was charged with issuing a report to the Executive and Legislative branches to include practical policy suggestions to help Pennsylvania remain a competitive location for the growth of manufacturing industries.

The [final Report](#) was released by the Council, the Governor and three cabinet members on August 21, 2012, with unanimous support of the Council members. Implementation teams were developed around each issue area:



A number of steps were taken in PY 2012 to implement the Council's recommendations around talent and workforce, notably:

- ***Develop an "Adopt a School" program*** - The "Skill Up" initiative in the Lehigh Valley is serving as the model for Adopt a School. Skill Up received funding through the Discovered in PA – Developed in PA program. The project includes promotion of manufacturing careers, development of work-based learning programs (apprenticeships, internships, etc.) and improved school curriculum.
- ***Industry-led standardization of skill needs and curriculum*** – The Industrial Maintenance Training Center of Pennsylvania partnered with The Manufacturing Institute and The Association for Packaging and Processing Technologies (PMMI) to support training leading to high priority production jobs. The partnership includes 10 community colleges and technical schools whose programs will align to PMMI's industry certificates in mechatronics. The PMMI Mechatronics Certificate program is part of the National Association of Manufacturers–endorsed Manufacturing Skills Certification System.
- ***Better connect job seekers with job openings in the manufacturing sector*** - JobGateway<sup>SM</sup>, L&I's online job matching tool, will greatly assist job seekers in finding employment and manufacturers in finding talent.

- ***Create measures and support systems for educators and school districts*** – The Department of Education launched an “Educator Effectiveness” system to reform the way teachers, educational specialists and principals are evaluated and provide critical feedback for training and professional growth opportunities.

The Department of Community and Economic Development (DCED) and Team Pennsylvania are leading the implementation of all 61 recommendations in the report. To date, many have been implemented and work will be ongoing to ensure these recommendations continue to help grow the manufacturing sector in Pennsylvania.

### **B.3.c. Governor’s Advisory Commission on Postsecondary Education**

In February 2012, Governor Corbett established the Advisory Commission on Postsecondary Education. The commission consisted of 31 members who represented various interests associated with postsecondary education and the business community.

On November 15, 2012, the commission presented their [final report](#) to the Governor. The report contained 19 primary recommendations in the following areas: 1) Affirming Lifelong Learning; 2) Increasing Accessibility, Affordability and Usability; 3) Building Upon the Diversity and Richness of the System; and 4) Enhancing Pennsylvania’s Economic Vitality and the Ability to Compete Globally.

In response to the report, the following actions have occurred:

- The Department of Education and Department of Banking and Securities co-released a report on Financial Literacy;
- The Pennsylvania Higher Education Assistance Agency (PHEAA) expanded the PA Targeted Industry Program (PA-TIP) to allow for participation by part-time students;
- The Department of Education and PHEAA collaborated and updated their respective resources to better support veterans; and,
- The Governor signed Act 59 of 2013 to create a pilot program on distance learning education through PHEAA.

### **B.4. Pennsylvania Workforce Investment Board**

The Pennsylvania Workforce Investment Board (PA WIB) is the governor’s employer-driven workforce development advisor for programs and policies under the authority of WIA, and serves in an advisory capacity for the implementation of the governor’s strategy. Members are appointed by the governor. Once notified of their appointment, members undergo a thorough background check before signing financial disclosure and conflict of interest statements. The governor selects a chairperson from those represented.

The WIB held three meetings in PY 2012. At the September 2012 PA WIB meeting, board members signed up to participate in one of the PA WIB's four committees. By the February 2013 meeting, all four of the newly-formed committees met and created policy recommendations that were adopted by the board. The committees and recommendations are as follows:

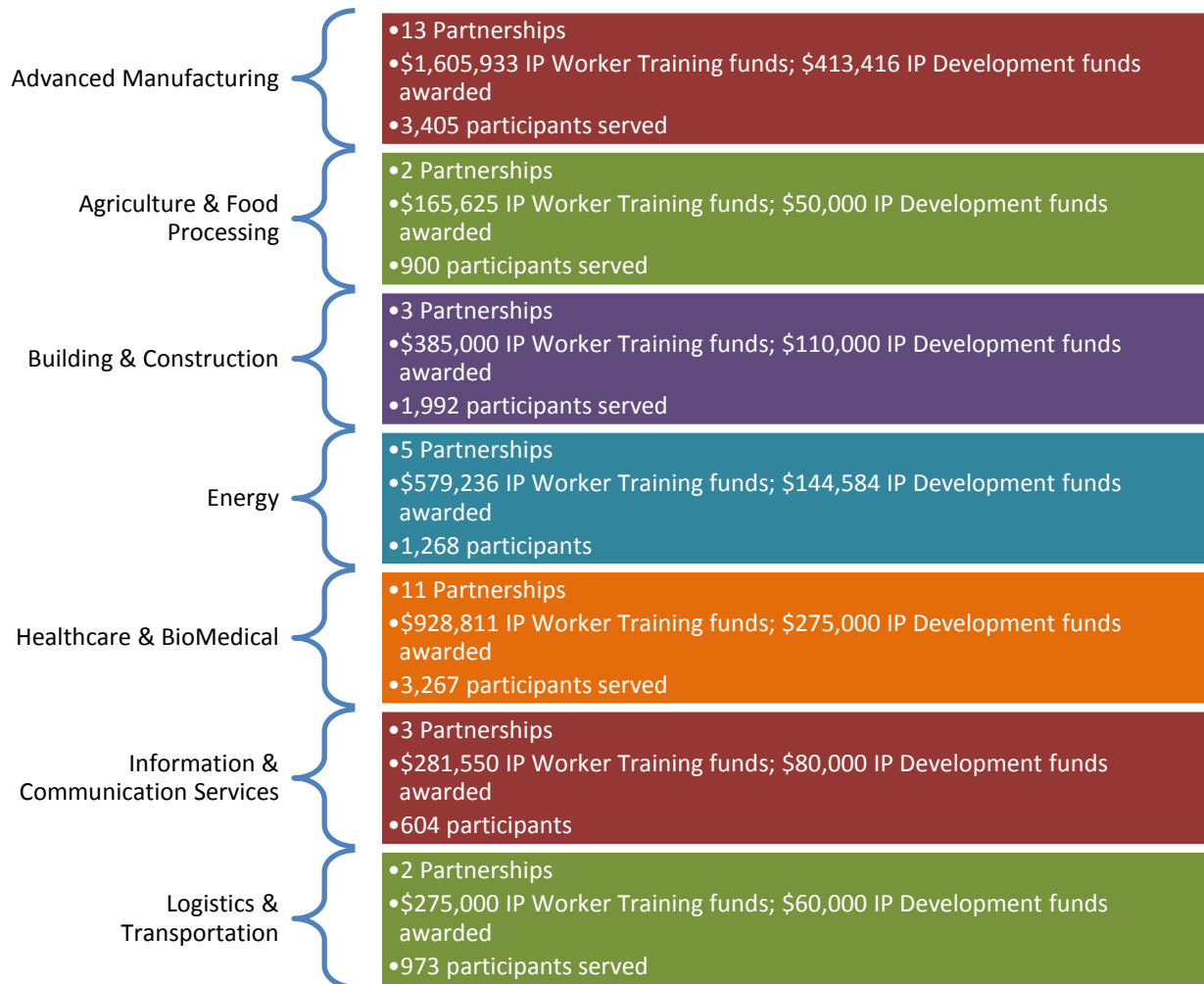
- ***Advanced Manufacturing Advisory Council*** – Respond to the unique needs of advanced manufacturing in Pennsylvania through development of a strategic plan that: clearly defines government's role; incorporates stakeholder input; includes a review of existing training programs that benefit the advanced manufacturing community; aids in the development of public-private partnerships that effectively address skill gaps in advanced manufacturing; builds a network of advanced manufacturers; ensures increased access to the skilled veteran community; and, investigates funding opportunities.
- ***Council for the Workforce of Tomorrow*** – Ensure all Pennsylvania young people are postsecondary and workforce ready by supporting increased rigor in the commonwealth's educational system through full implementation of the PA Common Core Standards and final approval and implementation of revised graduation requirements, which includes Keystone Exams. Reinforce the connection between youth of all ages and their future careers through: increased opportunities for career awareness and exposure, and work-based learning; support initiatives that bring together local partners and intermediaries to develop strategies and programs that reach disconnected youth; and, use data to educate school counselors, teachers, parents and students on aligning interests and skills to identify and pursue a rewarding career that leads to economic self-sufficiency.
- ***Training Provider Network Committee*** – Better promote the value and return on investment of career and technical education through the identification and measurement of existing training programs and the sharing of successful outcomes; and, create a visual marketing tool and campaign to educate school counselors, school boards and districts, business leaders, parents and students about the dynamic and lucrative occupations resulting from career and technical education.
- ***Workforce Structure and Governance Committee*** – More effectively utilize the commonwealth's limited resources. The commonwealth should undertake efforts to assess the current workforce development system, use the results to consider a reorganization of the system, and develop enhanced performance measures that guarantee continuous improvements in outcomes and efficiencies.

#### **B.5. Industry Partnerships**

Industry Partnerships (IPs) are locally-driven programs where employers and workers from vital industries cooperate to collectively improve their competitive position in the marketplace. IPs identify specific training needs and skill gaps, help connect young people to careers, help educational and training institutions arrange curriculum to meet business demands, address worker recruitment and retention, develop career ladders within companies, highlight best practices, and promote communication among companies.



In PY2011-12, L&I awarded IP grants totaling \$5.35 million, with the commonwealth contributing \$1.56 million of the total through a state budget appropriation. A total of 39 grant awards were approved in seven different industry clusters, which resulted in IPs training more than 8,200 incumbent workers from over 2,500 Pennsylvania companies. Outcomes by industry sector can be seen in the chart below:



IP guidelines for the 2012-13 grant program years were revised in an effort to increase accountability through the collection and analysis of additional performance metrics including: impact on workers and employers, overall partnership effectiveness, and impact on system change. In PY 2012-13, a total of 35 in IP grants in seven (7) industry clusters were awarded utilizing \$625,692 in IP Development funds and \$3,000,554 in IP Worker Training funds, for a total funding allotment of \$3,626,246. Funding was used to train over 10,000 incumbent workers from over 1,100 Pennsylvania companies.

## **B.6. Grants**

Labor & Industry obtained, managed and administered a number of National Emergency Grants (NEGs), including:

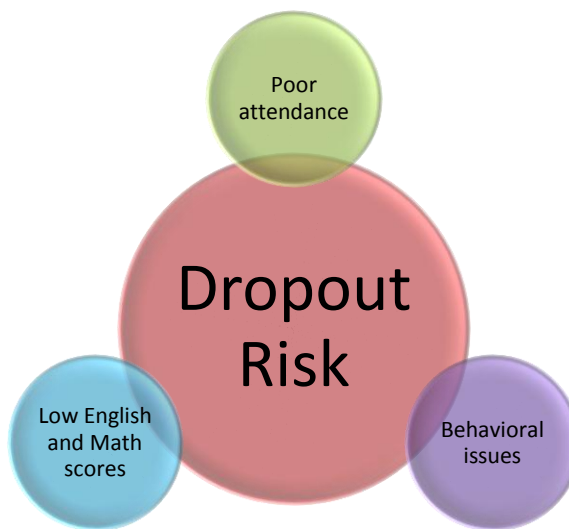
- ConocoPhillips and Sunoco (\$5,000,000): In June 2013, L&I assumed project operator responsibilities. Three hundred fifty-four participants have been served and 268 have entered employment with an hourly average wage of \$31.32.
- Hurricane Irene and Tropical Storm Lee (\$6,660,000): With six project operators covering a large geographical area of the commonwealth, 423 participants received services and 136 entered employment.
- On-the-Job Training (OJT) (\$5,484,377): Originally funded through ARRA and now through regular WIA funds, there are 11 project operators statewide. The NEG outcomes include 526 participants enrolled in OJTs, 263 being provided with supportive services and 363 entering employment.
- Dislocated Worker Training (\$3,606,703): The grant funds only training services and the 22 project operators statewide expect to serve 450 participants through June 2015.

## **B.7. Youth Activity**

In the Integrated State Plan for WIA and Wagner-Peyser Activities (PY 2012-2017), Pennsylvania outlines its goal of dropout prevention and the reengagement of disconnected youth through the *Opening Doors* initiative.

*Opening Doors* is Pennsylvania First Lady Susan Corbett's initiative to increase graduation rates and open the doors of educational opportunity to Pennsylvania students. In partnership with the Pennsylvania Department of Education and the Team PA Foundation, *Opening Doors* joins the national challenge to end the high school dropout epidemic and to raise the nation's graduation rate to 90 percent by 2020. *Opening Doors* focuses on identifying middle school students who are likely to drop out before graduating and matching them with appropriate interventions to keep them on a path to earning a diploma.

Research shows that students at risk of dropping out exhibit early warning indicators.



Without intervention, students who demonstrate any or all of the warning indicators have only a 20 percent chance of on-time graduation. If these students are identified and matched with appropriate interventions, their odds of graduating increase tremendously.

The Pennsylvania Department of Education is developing an Early Warning System and Interventions Catalog tool to help middle schools identify the students at risk of dropping out and match them with resources in their communities in an effort to address the issues that cause them to disengage from school.

### **B.8. Veterans Services**

In November 2012, L&I assumed responsibility for ensuring that programs, services and activities provided through PA CareerLink® offices to veterans of the Armed Forces are coordinated effectively so performance goals are met or exceeded. The Department's two organizational development units worked collaboratively with the Performance and the PA CareerLink® Finance & Operations divisions to provide classroom trainings from the National Veterans' Training Institute and webinar trainings to PA CareerLink® supervisory staff and to Veterans' Representatives staff. These efforts have helped increase the effectiveness of those who serve veterans through a better understanding of roles and responsibilities defined in Veterans' Program Letter 07-10; of the procedures and scope of outreach required to veterans eligible under Training & Employment Guidance Letter 8-12 for the Veterans' Retraining Assistance Program; and of methods to identify and assist veterans under the Gold Card initiative

### **B.9. JobGateway<sup>SM</sup>**

A cornerstone of Governor Corbett's job-matching initiative, [JobGateway<sup>SM</sup>](#) was launched in July 2012 after it became apparent that the labor-exchange component of the Commonwealth Workforce Development System (CWDS) was very limited and had fallen behind in this increasingly mobile and technologically advanced society. JobGateway<sup>SM</sup> was developed in order to revolutionize the way in which job seekers find family-sustaining employment and employers find the skilled candidates that they need.

In JobGateway<sup>SM</sup>, job-seekers have access to more than 200,000 job openings. Users can create and upload a resume and make it available to thousands of employers. JobGateway<sup>SM</sup> will also recommend jobs based on the user's preferences. One exciting feature is an automatic capture of all the user's job-search activities within JobGateway<sup>SM</sup>.

Employers can easily search the talent pool in JobGateway<sup>SM</sup> and receive detailed information about job-seekers when performing a search in the system. In JobGateway<sup>SM</sup>, employers can create a job-posting, filter or sort their candidate referrals by education, job type, location, occupation and salary, and connect with candidates for free. All candidate search activities are managed from one location.

Phase II of the JobGateway<sup>SM</sup> release was launched in December 2012. This release featured:

- [Mobile](#) Website for Job-Seekers – Users can now search for jobs, upload a resume and apply to jobs from a mobile device. If a user needs help from a PA CareerLink® staff member, the address of the closest PA CareerLink® is displayed and the user can receive directions. It is the

commonwealth's hope the mobile version of the JobGateway<sup>SM</sup> website will be valuable to UC claimants who may not have a computer at home but have a smart phone or other type of mobile device, making it easier for them to look for work.

- **Enhanced Job Search** – A new search product returns job posting results quickly. Users can sort results based on relevance or date posted. The job searching process is further refined by providing users with the ability to filter their results by different criteria such as city, county, employer, salary or source of the job posting (Monster, Craigslist, Registered Employers, etc.). If a user accidentally misspells a word in the search box, the new “Did you mean?” function helps users recognize the error. The system also recommends other similar occupations to search for in case the user did not find any, or few, results.
- **Ability to Share a Job Posting** – Users can share a job posting via e-mail, LinkedIn, Google+, Facebook or Twitter.
- **Employer Labor Market Information** – Registered employers can access relevant labor market information to help them in the creation of their job posting. A pop-up window provides occupation information on wages, knowledge and skills, and education that an employer can review and incorporate into a posting. Additionally, employers will be able to view job postings that are similar to their own, thereby enabling them to gauge their competition.
- **Ability to Apply to Job-Feed Jobs without Registration** – Users can apply to jobs provided through the job feed (Monster, Craigslist, CareerBuilder, etc.) without registration.
- **Military to Civilian Occupation Translator** – JobGateway<sup>SM</sup> contains a link to a skills translator to improve the job searching process for service men and women.

Improvements to both the job-seeker and employer experience will continue to be incorporated as they are developed.

#### **B.10. PA Career Coach**

In the fall of 2012, [PA Career Coach](#) was released to the public in collaboration with the Community College of Philadelphia. PA Career Coach is a web-based application that helps people find good careers by providing current data on wages, employment, job postings and associated training. A career transition feature is available that allows users to compare wages, employment trends and other data for multiple occupations. The tool also identifies skills gaps between occupations. Job seekers can look for available education and training, and schools that offer the courses for their desired occupation, as well as look for real-time job posting. Occupations can also be shortlisted by Marcellus Shale; Science, Technology, Engineering, and Mathematical (STEM); green, and high priority occupations.

Steps have been taken to integrate PA Career Coach with JobGateway<sup>SM</sup>. The first step aligned the color scheme of both systems. Both systems will use the same job feed for job postings, users will be able to link to either site, and there will ultimately be the ability to seamlessly explore career information when researching job postings in JobGateway<sup>SM</sup>.

Enhancements to PA Career Coach have also commenced. They will include a more sophisticated filtering algorithm to enable users to more efficiently search for occupations; the addition of a manufacturing module; and the break out of the Marcellus Shale module to Core Marcellus Shale and Ancillary Marcellus Shale modules. Finally, an interest assessment will be integrated to assist individuals in starting a career search based on their interests.

#### **B.11. OVR Expenditure Review and Accountability Procedures**

The Pennsylvania Office of Vocational Rehabilitation (OVR) enhanced their fiscal accountability procedures in PY 2012. The process began with the development of an OVR Fiscal Dashboard report that was used to review commitments and expenditures on a bi-weekly basis with the OVR Executive Team. Bi-weekly meetings were set with the Bureau of Financial Management (BFM) and the Comptroller, who met with the OVR fiscal team to review issues and provide knowledge transfer. Weekly meetings were held with the OVR Fiscal Team to discuss issues, review expenditures and assign action items.

This foundational work led to a commitment to regularly purge all customer service purchase orders and ensure that funds were being used in a timely manner. Central Office fiscal staff reviewed all non-customer services obligations and purged on a regular schedule to ensure funds were maximized. A yearly fiscal schedule was created and disseminated. Financial management training was provided to all field office managers in person and then to all field staff via webinar to ensure that all staff were aware of the focus on fiscal accountability.

Expenditure review is primarily focused on services to OVR customers when case expenditure reaches \$5,000 and \$10,000 (and every \$10,000 thereafter) to ensure that services are appropriate and that all fiscal procedures are being followed. Since the implementation of the \$5,000 and \$10,000 review, OVR has implemented a purchase order review process. Field office supervisors review each new purchase order with local management prior to it being released to the provider. For specific services associated to job placement, OVR established stricter documentation and review requirements to ensure that funds are being expensed appropriately and that services are necessary.

OVR developed a Fiscal Efficiency Plan that reviewed several policies and procedures regarding highest cost services, formulas for determining costs and overall fiscal processes to better enable the management of funds.

#### **B.12. Ticket-to-Work Program**

A Supplemental Security Income (SSI) recipient/Social Security Disability Insurance (SSDI) beneficiary who is receiving benefits based on his or her own disabilities is considered to have a most significant disability. Eligibility is presumed unless clear and convincing evidence demonstrates the inability to benefit from services relative to an employment outcome.

The PA OVR works collaboratively with the Social Security Administration (SSA) and its contractor, Maximus, in the implementation of SSA's Ticket-to-Work Program. The Ticket to Work Program is a free and voluntary program available to people ages 18 through 64 who are blind or have a disability and who receive SSDI or SSI. The goals of the Ticket to Work Program are to:

- Offer beneficiaries with disabilities expanded choices when seeking service and supports to enter, re-enter, and/or maintain employment;
- Increase the financial independence and self-sufficiency of beneficiaries with disabilities; and
- Reduce and, whenever possible, eliminate reliance on disability benefits.

The OVR works cooperatively with Work Incentives Planning Assistance (WIPA) organizations. The OVR seeks to ensure that SSI/SSDI beneficiaries who are eligible for OVR services receive information and become knowledgeable about the impact work may have on their benefits so that they are able to take full-advantage of SSA Work Incentives and maximize their financial independence and self-sufficiency.

In Federal Fiscal Year 2012, PA OVR reports the following statistical outcomes:

**SSI recipients and SSDI beneficiaries served**

Category	PY 2012	Increase or decrease from prior year	Percent of agency total	PY 2011
SSI recipients	4,646	813	17.95%	3,833
SSDI beneficiaries	6,162	1,129	23.80%	5,033

**Employment outcomes for SSI recipients and SSDI beneficiaries**

Category	PY 2012	Percent of agency total	PY 2011
SSI recipients	1,027	10.33%	1,127
SSDI beneficiaries	2,000	20.12%	1,991

**Employment rates for SSI recipients and SSDI beneficiaries**

Category	Employment rate	Change from prior year	Last year 2011
SSI recipients	22.11%	-7.29%	29.40%
SSDI beneficiaries	32.46%	-7.10%	39.56%

**Average hours worked per week and average hourly earnings for SSI recipients and SSDI beneficiaries**

Category	PY 2012 average hours worked per week	PY 2011 average hours worked per week	PY 2012 average hourly earnings	PY 2011 average hourly earnings
SSI recipients	24.22	24.39	\$9.76	\$8.93
SSDI beneficiaries	24.47	24.65	\$11.01	\$10.18

**B.13. CWIA Audience-Specific Outreach**

The Center for Workforce Information and Analysis' (CWIA) within L&I has as its mission to produce and provide timely, objective and credible workforce and economic statistics and analysis to help customers make informed policy, business and career decisions. Key to accomplishing this mission is an effective outreach plan that effectively publicizes the CWIA's products and services to relevant workforce and economic market participants.

CWIA's outreach strategy will hinge on five main objectives:

1. Describe the current state of the labor market;
2. Forecast where the economy, industry, occupations, wages, skills, jobs and labor force are headed;
3. Develop new partnerships and participate in and host meetings and conferences;
4. Respond to emerging labor market needs and opportunities; and,
5. Offer targeted labor market information, e-learning videos, webinars, presentations and economic and data analysis.

In PY 2012, CWIA:

- Created data sharing partnerships with the Departments of Revenue, Education and Public Welfare to better describe labor market participants.
- Held presentations for workforce development professionals (e.g., Office of Vocational Rehabilitation, Bureau of Workforce Development Partnership, Local Workforce Investment Boards) covering various labor market information topics.
- Released a [newly-designed website](#) emphasizing the Center's most popular products and reports.
- Conducted a series of webinars for the Pennsylvania Department of Welfare focusing on ways to use labor market information to help their clients find jobs.
- Posted E-Learning labor market videos covering a variety of topics on L&I's website.
- Developed and released a new product called [Manufacturing Fast Facts](#).
- Conducted a series of outreach trainings for employers at various PA CareerLink® centers on the New Hires Program.

#### **B.14. Reemployment and Training Services for Unemployment Compensation Claimants**

##### **B.14.a. Profile Reemployment Program (PREP)**

The Profile Reemployment Program (PREP) participants, who are defined by Unemployment Compensation as the claimants most likely to exhaust their UI benefits, are provided job assistance to expedite their reemployment. The PY 2012 selection pool comprised 106,317 claimants. Of these, 63,313 were called in to PA CareerLink® offices for job assistance services; 13,637 were exempted from PREP; and 50,779 claimants completed the PREP program.

#### **B.14.b. Emergency Unemployment Compensation (EUC), Reemployment and Eligibility Assessment (REA) and other programs**

The *Middle Class Tax Relief and Job Creation Act of 2012* extended Emergency Unemployment Compensation (EUC) benefits and added a requirement for reemployment and eligibility assessments (REA) for individuals receiving EUC benefits. Pennsylvania implemented this initiative in May 2012 to assist individuals receiving EUC benefits to become reemployed more quickly. From July 2012 through June 2013, PA CareerLink® staff scheduled more than 97,000 EUC-REA interviews, and during that same time period, more than 35,000 EUC claimants completed all required REA services.

In October 2012, a joint effort between L&I's Bureau of Workforce Development Partnership and the Office of Unemployment Compensation Benefits resulted in the implementation of a pilot program to provide REA services to UI claimants. Similar to EUC-REA, claimants were targeted for employment services intervention. Claimants in the pilot were identified by CWIA from the Profile Reemployment Program pool of candidates. Four PA CareerLink® offices (Hazleton, Scranton, Tannersville, and Wilkes-Barre) were required to call in 2,100 claimants for REA services. By June 2013, more than 2,000 claimants across the four offices were called in for REA services.

#### **B.14.c. Work Opportunity Tax Credit (WOTC)**

The Work Opportunity Tax Credit (WOTC) application process was integrated into the Commonwealth Workforce Development System (CWDS) in 2011. The integration provided employers and their representatives the ability to file applications electronically and offered quicker access to determinations, status checks on requests, and the ability to print copies of the determinations. The commonwealth issued 59,604 WOTC certifications to Pennsylvania employers in PY 2012, representing a potential maximum tax credit value of \$572,198,400 on those tax credit requests filed. This was an increase of 10,579 certifications over PY11.

#### **B.15. Layoff Aversion**

Through the efforts of CWIA, the commonwealth developed an econometric layoff aversion model that identifies Pennsylvania companies who are experiencing significant employment declines.

These companies are defined as entities whose employment counts have declined each quarter over the past year and have had unemployment claims activity. Only those companies having at least 20 employees at the beginning of the measurement period and having an employment decline of at least 10 percent are selected as potential candidates for intervention strategies. This information is then distributed to workforce and economic development professionals and their partners for layoff aversion and intervention strategies.

In addition, when a Pennsylvania company announces a major layoff or plant closing, CWIA works with the Rapid Response section of L&I's Bureau of Workforce Development Partnership and/or the Local Workforce Investment Board to analyze the reemployment prospects for the impacted workers at the facility and the overall economic effect to the area. These Reemployment Assessment & Economic Impact Reports include an evaluation of employment demand by specific occupations in the region and across the state to assess how difficult it will be for individuals to find similar work.



In occupations where the reemployment prospects are not favorable, alternative career options requiring similar skills are presented.

#### **B.16. SEWN**

The Strategic Early Warning Network (SEWN) is administered by the Steel Valley Authority in collaboration with the commonwealth. SEWN receives referrals from economic development agencies, L&I's Rapid Response partners, unions, private-sector organizations and other entities. Services include:

- Pre-feasibility studies and situational analysis;
- Financial restructuring;
- Operational restructuring and cost management;
- Ownership transition and buy-outs;
- High performance workplace strategies; and,
- New market strategies.

During PY 2012, SEWN expanded its operations to all 67 counties to provide immediate engagement (within 48 hours of notification) and quick diagnosis and development of a lay-off aversion/retention plan. SEWN provided layoff aversion services to 99 small-to-medium manufacturing firms, including 58 new customers in 34 counties in PA, averting 1,004 job losses, with a cost-per-job-saved of \$1,120.

#### **B.17. Pennsylvania State Integrated Workforce Plan for WIA and Wagner-Peyser Activities PY 2012 – 2017**

Pennsylvania submitted its State Integrated Workforce Plan for Program Years 2012-2017 to USDOL on September 14, 2012. The plan, which was a collaboration between L&I and other state agencies, was approved by USDOL December 6, 2012. Through the efforts outlined in the state plan, Pennsylvania seeks to be recognized for an economic environment that successfully attracts and supports new businesses and industries, while simultaneously supporting, growing and promoting those companies that have long called the commonwealth their home.

The comprehensive workforce development strategy described in the plan will guide efforts to get Pennsylvanians back to work. JOBSFirst PA addresses the existing disconnect between job creators and Pennsylvanians who are striving to attain family-sustaining jobs in the commonwealth. The ultimate vision of the governor, of which all goals below support, is a job for every Pennsylvanian that wants one. Four broad goals will drive the workforce development strategy:

Goal A: Develop a competitive workforce by building upon existing workforce development programs and strategies to ensure our workforce has the employability and occupational skill and education necessary to meet the current and future needs of employers.

Goal B: Better connect job-seekers with employers using the most advanced technology and proven strategies.

Goal C: Build a pipeline of talent ensuring that the educational system is placing individuals in career pathways that lead to jobs projected to be in demand that pay family-sustaining wages.

Goal D: Build a strong fiscal foundation through restrained spending and fiscal management.

Goals and strategies were built on discussions between the state agencies that provide workforce development services in consultation with the Governor's Policy Office and Local Workforce Investment Areas (LWIAs). Much of this work was achieved through the Interagency Workforce Development Task Force.

#### **B.18. Local Plans**

Labor & Industry coordinated the development of comprehensive five-year Local Plans for each of the 23 LWIAs in the commonwealth. It convened a taskforce of agency, local WIB and PA CareerLink® staff to determine the content, parameters and project process of the Local Plans. Using the USDOL ETA guidance provided in TEGL 21-11 for states' strategic plans, L&I provided local WIBs with guidelines for preparing Local Plans. The guidelines were organized into three sections – Strategic Plan, Operational Plan, and Appendices – and aligned with both the commonwealth's Integrated Workforce Plan and US DOL's program and policy priorities. Each Local Plan was reviewed by subject matter experts within L&I and other commonwealth agencies to ensure compliance with statutory and regulatory requirements and policies. L&I coordinated technical assistance throughout the process.

#### **B.19. Foreign Direct Investment Tools**

Attracting foreign direct investment (FDI) is an integral part of Pennsylvania's economic development strategy. The investing firms are, by definition, among the most sophisticated businesses in the world, having taken their global strategy to the far end of the risk-reward spectrum. At the same time, each foreign operation is placed within a specific community for specific reasons that have much to do with the assets of that local area.

To accomplish this bridge from global to local the Secretary of L&I, Julia K. Hearthway, announced a menu of services that strengthen the attraction of FDI in Pennsylvania. Core to this mission is highlighting the state's greatest asset - its labor force 6.6 million with its strong work ethic that has seen its largest growth in Pennsylvania since 1976 - as well as the skills of that workforce, to support a growing manufacturing sector, an economic driver for the commonwealth.

A review of the empirical literature and analysis suggests the powerful determinants of FDI, in addition to geography, business environment and political stability, are:

- Local business opportunities;
- Labor costs, which includes wages and the training costs of the firm investing in Pennsylvania;
- The productivity, skills and innovativeness of local labor, or “the talent pool”; and,
- Human capital resources, the presence of industry clusters and the education framework of the local community where the FDI is taking place.

L&I’s Global to Local (GTL) program seeks to provide this background in support of FDI development efforts, as well as to guide these plans and investments designed to expand the state’s local economies. For example, the GTL program will work to ensure that FDI firms have access to both the qualified workers and the most relevant education or training programs that are available. The Department’s GTL program will provide valuable insights such as demonstrating the presence of an adequate marketplace, as well as a capable workforce to help a company’s FDI strategy prosper. Key highlights of information support include:

Assessing Local Economic Conditions: Labor market information including:

- Industry and Occupation Employment – Assessments of existing local employment concentrations
- Employment Projections – forecasts of statewide and local employment by industry and occupation
- Labor Demographics – analysis of the demographic characteristics of industry workforce
- Unemployment Insurance Claims Report – analysis of unemployment claims
- Wage Data – data describing wages for a set of industries or occupations
- Information on Local Industry Composition – data on who is doing what by industry categories

Labor Supply-Demand Analysis Specific to Firm Needs: The GTL team will work with representatives from firms considering FDI in Pennsylvania to create a comprehensive supply demand analysis specific to skills and occupations required by the firm. Such a study will contextualize the supply of workers in Pennsylvania specific to the skills and job requirements of the firm and include:

- Supply of Workers - number of individuals working in occupations and job classifications required by the firm; number in these classifications that are currently unemployed in the local area as well as Pennsylvania, and the pipeline (number being trained in education institutions in Pennsylvania)

- Labor Market /Commuting Pattern – analysis of where workers live and where they travel to for work
- Labor Demographics – analysis of the demographic characteristics of the local workforce specific to the firm industry sector

Identify Qualified Workers Available for Jobs: Once a decision is made about making a FDI in a commonwealth region, the GTL team will work with company representatives to understand the skills of workers and student pipeline at a more detailed level. This includes development of long term career pathways for Pennsylvanians into these good jobs and assisting the company recruit. Additional studies that could be beneficial include:

- Transferrable Skill and Competency Model Studies – career pathways study that examines skills and competencies necessary for worker success in specified occupations
- Potential Applicant Pool Analysis – analysis of labor qualified to fill job vacancies from Labor & Industry’s recruitment website, JobGateway<sup>SM</sup>

The Department of Labor & Industry recognizes that training costs of foreign multinationals are higher than the training costs of local firms. It also recognizes that these training investments in Pennsylvania generate large return productivity improvements.

Finally, the Department of Labor & Industry will assist in image building activities that foreign multinationals need to engage in to get local buy-in. Leveraging its over 60 Pennsylvania CareerLink® centers, Local WIBs, and the PA WIB, L&I will help ensure the local conditions are in place to allow gains from FDI.

#### ***Pennsylvania Department of Labor & Industry’s GTL Strategy***



## **B.20. Workforce Data Quality Initiative (WDQI)**

In June 2012, L&I was awarded a \$1 million Workforce Data Quality Initiative (WDQI) grant to develop a longitudinal data repository for workforce and education data. Since receiving the grant, the Department of Public Welfare (DPW) agreed to join the project by providing early childhood data and human service data.

This initiative will allow the commonwealth to link data from DPW, L&I, and the Department of Education and gauge the outcomes of taxpayer-supported human services, workforce and education programs. Aggregated data will be publicly accessible through use of an online dashboard. Data security and confidentiality will be maintained at all times.

The first year of the grant was primarily dedicated to setting up the framework of the project. Research was conducted on established WDQI systems to identify best practices. Assessments of technical architecture needs were completed to ensure the appropriate infrastructure is developed, and interagency agreements were drafted to allow for the linkage of multi-agency data. Policy questions were prioritized and refined to identify the data that will need to be connected to answer the questions. Over the next year, work will begin on the construction of the longitudinal data system that will link data from DPW, L&I, and the Department of Education.

## **B.21. Performance Measures**

In PY 2012, Pennsylvania began developing “performance measures” beyond the WIA Common Measures for the local WIBs. The project is a group effort between L&I, the PA WIB and the Pennsylvania Workforce Development Association (PWDA – the association that represents the local workforce investment boards). The measures will be centered on four topics relating to the different functions of the local WIBs. The four areas are: Job-Seeker metrics, Employer-centric metrics, Internal Business Process Assessment and Community Impact.

The PA WIB at its February 6, 2013, meeting empowered its Workforce Structure & Governance Committee to work with local WIB leaders and the PWDA staff to develop performance measures that will lead to the development of performance standards. It is important to note that the commonwealth is creating measures and, ultimately, standards that recognize the diverse workforce needs of Pennsylvania’s 23 workforce investment areas, while providing standardized management tools and assessments that demonstrate accountability statewide.

Once metrics are developed, will be gathered for six months to create a baseline of experience. This will also provide a feedback loop through which the metrics can be changed or adjusted as necessary. The ability of local WIBs to determine and include a “local measure” for their further management and oversight is retained in this document.

It is anticipated that the base-lining of information will begin in the fall of 2013.

## Section C – Appendix

### C.1. Performance: Tables B – M

**Table B – Adult Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0	71.2	$\frac{3,836}{5,388}$
Employment Retention Rate	82.0	85.4	$\frac{5,131}{6,010}$
Six Months Average Earnings	13,000	14,064	$\frac{72,160,481}{5,131}$

**Table C – Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	68.4	$\frac{914}{1,337}$	67.6	$\frac{282}{417}$	50.5	$\frac{156}{309}$	55.9	$\frac{355}{635}$
Employment Retention Rate	92.7	$\frac{1,161}{1,252}$	83.7	$\frac{381}{455}$	83.8	$\frac{166}{198}$	84.2	$\frac{454}{539}$
Six Months Average Earnings	10,386	$\frac{12,058,084}{1,161}$	15,619	$\frac{5,950,949}{381}$	12,255	$\frac{2,034,262}{166}$	13,926	$\frac{6,322,548}{454}$

**Table D – Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	81.6	$\frac{1,439}{1,764}$	66.1	$\frac{2,397}{3,624}$
Employment Retention Rate	85.6	$\frac{1,866}{2,179}$	85.2	$\frac{3,265}{3,831}$
Six Months Average Earnings	15,597	$\frac{29,104,550}{1,866}$	13,187	$\frac{43,055,931}{3,265}$

**Table E – Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	75.0	75.8	<u>7,482</u> 9,867
Employment Retention Rate	90.0	88.6	<u>7,975</u> 9,002
Six Months Average Earnings	16,500	16,982	<u>135,433,840</u> 7,975

**Table F– Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	78.4	<u>687</u> 876	69.6	<u>195</u> 280	65.4	<u>1,202</u> 1,839	81.0	<u>34</u> 42
Employment Retention Rate	95.9	<u>787</u> 821	86.5	<u>179</u> 207	86.2	<u>1,102</u> 1,279	90.9	<u>30</u> 33
Six Months Average Earnings	16,765	<u>13,193,694</u> 787	15,709	<u>2,811,933</u> 179	16,164	<u>17,813,088</u> 1,102	12,989	<u>389,678</u> 30

**Table G– Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	82.9	<u>3,637</u> 4,389	70.2	<u>3,845</u> 5,478
Employment Retention Rate	89.9	<u>4,256</u> 4,734	87.1	<u>3,719</u> 4,268
Six Months Average Earnings	17,309	<u>73,666,369</u> 4,256	16,609	<u>61,767,471</u> 3,719

**Table H – Youth Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	60.0	63.3	<u>2,639</u> 4,171
Attainment of Degree or Certificate	76.0	84.6	<u>3,034</u> 3,587
Literacy or Numeracy Gains	55.0	66.2	<u>952</u> 1,437

**Table H.1A – Outcomes for Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth		In-School Youth	
Placement in Employment or Education	59.7	$\frac{1,076}{1,802}$	60.6	$\frac{758}{1,251}$	60.4	$\frac{1,252}{2,074}$	66.1	$\frac{1,387}{2,097}$
Attainment of Degree or Certificate	81.8	$\frac{1,170}{1,431}$	82.1	$\frac{956}{1,165}$	98.5	$\frac{1,343}{1,364}$	76.3	$\frac{1,679}{2,200}$
Literacy or Numeracy Gains								

**Table L – Other Reported Information**

	12 Month Employment Retention Rate		12 Month Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	86.3	$\frac{5,413}{6,269}$	5,073	$\frac{31,799,564}{6,269}$	1.0	$\frac{38}{3,836}$	5,924	$\frac{22,724,087}{3,836}$	64.4	$\frac{927}{1,439}$
Dislocated Workers	89.6	$\frac{8,403}{9,379}$	116.2	$\frac{149,076,032}{128,265,748}$	1.2	$\frac{87}{7,482}$	7,417	$\frac{55,491,642}{7,482}$	53.6	$\frac{1,937}{3,612}$

**Table M – Participation Levels**

	Total Participants Served	Total Exiters
Total Adult Customers	341,313	322,769
Total Adults (Self-Service Only)	316,589	308,102
WIA Adults	327,861	314,516
WIA Dislocated Workers	14,800	9,288
Total Youth (14-21)	8,338	4,749
Younger Youth (14-18)	5,765	3,178
Older Youth (19-21)	2,573	1,571
Out-of-School	3,675	2,428
In-School	4,663	2,321



**C.2. Expenditures: Table N**

Program Activity		Total Federal Spending
Local Adults		\$23,797,301
Local Dislocated Workers		\$21,537,268
Local Youth		\$23,205,591
Rapid Response (up to 25%) Sec134 (a) (2) (A)		\$7,070,863
Total Statewide Expenditures		\$7,980,879
Statewide Required Activities (up to 15%) Sec134 (a) (2) (B)	Administrative Costs	\$7,127,907
Statewide Allowable Activities Sec134 (a) (3)	Job Market Initiative and CWDS	\$576,213
	Industry Partnerships	\$276,759
	Subtotal	\$852,972
Total of All Federal Spending Listed Above		\$83,591,902

### C.3. LWIA Performance: Table O

**WIA Title I Annual Report for Program Year 2012  
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name:  Allegheny County Workforce Investment Area	Total Participants Served:	Adults	477
		Dislocated Workers	163
		Older Youth	54
		Younger Youth	121
ETA ASSIGNED #:  42005	Total Exiters:	Adults	240
		Dislocated Workers	96
		Older Youth	93
		Younger Youth	185
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	65.0	66.7
	Dislocated Workers	75.0	75.4
Retention Rate	Adults	70.0	78.4
	Dislocated Workers	89.0	89.7
Six Months Average Earnings	Adults	10,000	15,648
	Dislocated Workers	17,000	19,865
Placement in Employment of Education	Youth (14-21)	56.0	47.8
Attainment of Degree or Certificate	Youth (14-21)	73.0	90.3
Literacy or Numeracy Gains	Youth (14-21)	53.0	67.6
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Berks County Workforce Investment Area	Total Participants Served:	Adults	186
		Dislocated Workers	288
		Older Youth	42
		Younger Youth	145
ETA ASSIGNED #:  42005	Total Exiters:	Adults	56
		Dislocated Workers	55
		Older Youth	8
		Younger Youth	81
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	74.0	57.8
	Dislocated Workers	78.0	72.1
Retention Rate	Adults	84.0	82.2
	Dislocated Workers	90.0	91.3
Six Months Average Earnings	Adults	13,500	12,484
	Dislocated Workers	15,750	17,213
Placement in Employment of Education	Youth (14-21)	74.0	81.0
Attainment of Degree or Certificate	Youth (14-21)	83.0	85.4
Literacy or Numeracy Gains	Youth (14-21)	65.0	80.5
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
		x	
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Bucks County Workforce Investment Area	Total Participants Served:	Adults	432
		Dislocated Workers	192
		Older Youth	15
		Younger Youth	29
ETA ASSIGNED #:  42005	Total Exiters:	Adults	181
		Dislocated Workers	45
		Older Youth	5
		Younger Youth	40
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	75.0	73.7
	Dislocated Workers	80.0	85.7
Retention Rate	Adults	86.0	81.9
	Dislocated Workers	89.0	87.9
Six Months Average Earnings	Adults	14,500	13,796
	Dislocated Workers	17,500	19,476
Placement in Employment of Education	Youth (14-21)	65.0	57.5
Attainment of Degree or Certificate	Youth (14-21)	85.0	94.2
Literacy or Numeracy Gains	Youth (14-21)	60.0	54.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
		x	
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Central Workforce Investment Area	Total Participants Served:	Adults	1,600
		Dislocated Workers	1,098
		Older Youth	83
		Younger Youth	416
ETA ASSIGNED #:  420175	Total Exiters:	Adults	835
		Dislocated Workers	492
		Older Youth	50
		Younger Youth	63
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	69.1
	Dislocated Workers	69.0	70.3
Retention Rate	Adults	83.5	86.2
	Dislocated Workers	90.0	85.6
Six Months Average Earnings	Adults	11,750	12,325
	Dislocated Workers	15,000	16,304
Placement in Employment of Education	Youth (14-21)	67.0	63.2
Attainment of Degree or Certificate	Youth (14-21)	82.0	85.7
Literacy or Numeracy Gains	Youth (14-21)	40.0	21.3
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
		x	
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	138
Chester County Workforce Investment Area				Dislocated Workers	84
				Older Youth	39
				Younger Youth	42
				ETA ASSIGNED #:	
42030		Total Exiters:		Dislocated Workers	45
				Older Youth	10
				Younger Youth	18
		Negotiated Performance Level		Actual Performance level	
Entered Employment Rate	Adults	73.0		65.8	
	Dislocated Workers	78.0		72.5	
Retention Rate	Adults	86.0		86.1	
	Dislocated Workers	90.0		87.3	
Six Months Average Earnings	Adults	14,000		17,910	
	Dislocated Workers	18,000		20,719	
Placement in Employment of Education	Youth (14-21)	62.0		81.7	
Attainment of Degree or Certificate	Youth (14-21)	78.0		95.5	
Literacy or Numeracy Gains	Youth (14-21)	60.0		84.0	
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
				Exceeded	
				x	
Comments:					

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	354	
City of Pittsburgh Workforce Investment Area				Dislocated Workers	70	
				Older Youth	18	
				Younger Youth	56	
				ETA ASSIGNED #:		Adults
42095		Total Exiters:		Dislocated Workers	39	
				Older Youth	40	
				Younger Youth	85	
				Negotiated Performance Level	Actual Performance level	
Entered Employment Rate	Adults		65.0		67.7	
	Dislocated Workers		75.0		65.2	
Retention Rate	Adults		73.0		83.9	
	Dislocated Workers		89.0		91.1	
Six Months Average Earnings	Adults		10,000		9,776	
	Dislocated Workers		17,000		14,653	
Placement in Employment of Education	Youth (14-21)		56.0		56.0	
Attainment of Degree or Certificate	Youth (14-21)		73.0		87.3	
Literacy or Numeracy Gains	Youth (14-21)		53.0		43.8	
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.						
Overall Status of Local Performance				Not Met	Met	Exceeded
					x	
Comments:						

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	515
Delaware County Workforce Investment Area				Dislocated Workers	32
				Older Youth	4
				Younger Youth	136
ETA ASSIGNED #:		Total Exiters:		Adults	307
42035				Dislocated Workers	12
				Older Youth	8
				Younger Youth	86
				Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults		73.0	77.8	
	Dislocated Workers		75.0	81.8	
Retention Rate	Adults		78.0	81.8	
	Dislocated Workers		90.0	92.2	
Six Months Average Earnings	Adults		12,250	11,919	
	Dislocated Workers		17,500	16,565	
Placement in Employment of Education	Youth (14-21)		48.0	50.8	
Attainment of Degree or Certificate	Youth (14-21)		60.0	58.3	
Literacy or Numeracy Gains	Youth (14-21)		78.0	86.2	
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
				Exceeded x	
Comments:					



**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Lackawanna County Workforce Investment Area	Total Participants Served:	Adults	216
		Dislocated Workers	120
		Older Youth	31
		Younger Youth	9
ETA ASSIGNED #:  42055	Total Exiters:	Adults	98
		Dislocated Workers	31
		Older Youth	14
		Younger Youth	11
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	81.1
	Dislocated Workers	82.0	91.0
Retention Rate	Adults	85.0	80.0
	Dislocated Workers	91.0	88.0
Six Months Average Earnings	Adults	12,500	14,846
	Dislocated Workers	15,000	15,305
Placement in Employment of Education	Youth (14-21)	70.0	81.0
Attainment of Degree or Certificate	Youth (14-21)	85.0	93.9
Literacy or Numeracy Gains	Youth (14-21)	65.0	89.5
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Lancaster County Workforce Investment Area	Total Participants Served:	Adults	530
		Dislocated Workers	257
		Older Youth	22
		Younger Youth	67
ETA ASSIGNED #:  42060	Total Exiters:	Adults	318
		Dislocated Workers	103
		Older Youth	32
		Younger Youth	46
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	64.5
	Dislocated Workers	79.0	80.2
Retention Rate	Adults	82.0	86.9
	Dislocated Workers	92.5	89.4
Six Months Average Earnings	Adults	11,700	10,818
	Dislocated Workers	17,000	16,909
Placement in Employment of Education	Youth (14-21)	58.0	60.9
Attainment of Degree or Certificate	Youth (14-21)	80.0	94.3
Literacy or Numeracy Gains	Youth (14-21)	48.0	55.7
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
		x	
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	286	
Lehigh Valley Workforce Investment Area				Dislocated Workers	408	
				Older Youth	80	
				Younger Youth	105	
ETA ASSIGNED #:		Total Exiters:		Adults	64	
42070				Dislocated Workers	105	
				Older Youth	25	
				Younger Youth	157	
				Negotiated Performance Level	Actual Performance level	
Entered Employment Rate		Adults		77.0	76.5	
		Dislocated Workers		83.0	80.4	
Retention Rate		Adults		83.0	86.2	
		Dislocated Workers		90.0	89.3	
Six Months Average Earnings		Adults		14,500	13,056	
		Dislocated Workers		17,000	18,737	
Placement in Employment of Education		Youth (14-21)		45.0	58.3	
Attainment of Degree or Certificate		Youth (14-21)		50.0	58.5	
Literacy or Numeracy Gains		Youth (14-21)		53.0	51.4	
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.						
Overall Status of Local Performance				Not Met	Met	Exceeded
					x	
Comments:						

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Luzerne-Schuylkill Workforce Investment Area	Total Participants Served:	Adults	2,140
		Dislocated Workers	506
		Older Youth	59
		Younger Youth	170
ETA ASSIGNED #:  42075	Total Exiters:	Adults	1,569
		Dislocated Workers	162
		Older Youth	40
		Younger Youth	30
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	76.8
	Dislocated Workers	79.0	81.5
Retention Rate	Adults	82.0	82.7
	Dislocated Workers	90.0	86.8
Six Months Average Earnings	Adults	13,250	13,617
	Dislocated Workers	16,500	16,918
Placement in Employment of Education	Youth (14-21)	61.0	57.3
Attainment of Degree or Certificate	Youth (14-21)	70.0	90.6
Literacy or Numeracy Gains	Youth (14-21)	55.0	76.5
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Montgomery County Workforce Investment Area	Total Participants Served:	Adults	258
		Dislocated Workers	221
		Older Youth	24
		Younger Youth	243
ETA ASSIGNED #:  42080	Total Exiters:	Adults	68
		Dislocated Workers	56
		Older Youth	11
		Younger Youth	66
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	80.0	90.9
	Dislocated Workers	79.0	90.7
Retention Rate	Adults	88.0	93.2
	Dislocated Workers	90.0	91.6
Six Months Average Earnings	Adults	13,000	13,227
	Dislocated Workers	19,000	22,294
Placement in Employment of Education	Youth (14-21)	62.0	79.7
Attainment of Degree or Certificate	Youth (14-21)	83.0	87.8
Literacy or Numeracy Gains	Youth (14-21)	80.0	100.0
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	699	
North Central Workforce Investment Area				Dislocated Workers	344	
				Older Youth	91	
				Younger Youth	71	
ETA ASSIGNED #:		Total Exiters:		Adults	377	
42125				Dislocated Workers	162	
				Older Youth	63	
				Younger Youth	76	
				Negotiated Performance Level	Actual Performance level	
Entered Employment Rate	Adults		73.0	67.9		
	Dislocated Workers		81.0	78.8		
Retention Rate	Adults		82.0	80.1		
	Dislocated Workers		90.0	88.4		
Six Months Average Earnings	Adults		12,000	12,782		
	Dislocated Workers		16,000	15,791		
Placement in Employment of Education	Youth (14-21)		66.0	54.0		
Attainment of Degree or Certificate	Youth (14-21)		80.0	76.7		
Literacy or Numeracy Gains	Youth (14-21)		51.0	61.0		
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.						
Overall Status of Local Performance				Not Met	Met	Exceeded
					x	
Comments:						

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	539
Northern Tier Workforce Investment Area				Dislocated Workers	82
				Older Youth	15
				Younger Youth	38
ETA ASSIGNED #:		Total Exiters:		Adults	378
42130				Dislocated Workers	15
				Older Youth	1
				Younger Youth	8
				Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults		69.0		71.0
	Dislocated Workers		82.0		86.5
Retention Rate	Adults		80.0		72.7
	Dislocated Workers		91.0		93.4
Six Months Average Earnings	Adults		13,000		13,871
	Dislocated Workers		16,000		16,628
Placement in Employment of Education	Youth (14-21)		63.0		68.4
Attainment of Degree or Certificate	Youth (14-21)		83.0		94.7
Literacy or Numeracy Gains	Youth (14-21)		75.0		87.5
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
					Exceeded
					x
Comments:					

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	1,103
Northwest Workforce Investment Area				Dislocated Workers	299
				Older Youth	65
				Younger Youth	127
ETA ASSIGNED #:		Total Exiters:		Adults	816
42170				Dislocated Workers	115
				Older Youth	15
				Younger Youth	19
				Negotiated Performance Level	Actual Performance level
Entered Employment Rate		Adults		73.0	72.2
		Dislocated Workers		78.0	83.3
Retention Rate		Adults		86.0	87.1
		Dislocated Workers		92.0	90.8
Six Months Average Earnings		Adults		11,500	12,190
		Dislocated Workers		15,500	18,489
Placement in Employment of Education		Youth (14-21)		64.0	60.4
Attainment of Degree or Certificate		Youth (14-21)		76.0	84.8
Literacy or Numeracy Gains		Youth (14-21)		55.0	81.1
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
				Exceeded	
				x	
Comments:					



**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Philadelphia County Workforce Investment Area		Total Participants Served:	Adults	2,037
			Dislocated Workers	472
			Older Youth	104
			Younger Youth	298
ETA ASSIGNED #:  42090		Total Exiters:	Adults	1,396
			Dislocated Workers	363
			Older Youth	66
			Younger Youth	311
			Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults		73.0	68.2
	Dislocated Workers		75.0	64.0
Retention Rate	Adults		84.0	79.8
	Dislocated Workers		87.0	82.2
Six Months Average Earnings	Adults		12,250	11,798
	Dislocated Workers		15,250	14,684
Placement in Employment of Education	Youth (14-21)		50.0	67.3
Attainment of Degree or Certificate	Youth (14-21)		76.0	92.8
Literacy or Numeracy Gains	Youth (14-21)		55.0	79.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.				
Overall Status of Local Performance			Not Met	Met
				x
Comments:				

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	259
Pocono Counties Workforce Investment Area				Dislocated Workers	242
				Older Youth	38
				Younger Youth	120
ETA ASSIGNED #:		Total Exiters:		Adults	117
42135				Dislocated Workers	93
				Older Youth	34
				Younger Youth	70
				Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults		71.0		70.9
	Dislocated Workers		75.0		67.4
Retention Rate	Adults		81.0		78.6
	Dislocated Workers		87.0		87.8
Six Months Average Earnings	Adults		11,000		12,393
	Dislocated Workers		15,000		15,704
Placement in Employment of Education	Youth (14-21)		57.0		62.3
Attainment of Degree or Certificate	Youth (14-21)		66.0		64.0
Literacy or Numeracy Gains	Youth (14-21)		55.0		45.2
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
					x
Comments:					

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	1,182
Southern Alleghenies Workforce Investment Area				Dislocated Workers	930
				Older Youth	69
				Younger Youth	266
ETA ASSIGNED #:		Total Exiters:		Adults	750
42100				Dislocated Workers	194
				Older Youth	16
				Younger Youth	34
				Negotiated Performance Level	Actual Performance level
Entered Employment Rate		Adults		74.0	79.8
		Dislocated Workers		87.0	85.2
Retention Rate		Adults		90.0	86.1
		Dislocated Workers		93.0	94.5
Six Months Average Earnings		Adults		13,500	12,598
		Dislocated Workers		15,700	16,943
Placement in Employment of Education		Youth (14-21)		76.0	83.0
Attainment of Degree or Certificate		Youth (14-21)		83.0	87.1
Literacy or Numeracy Gains		Youth (14-21)		63.0	67.4
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
				Exceeded x	
Comments:					

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:	Total Participants Served:	Adults	3,368
South Central Workforce Investment Area		Dislocated Workers	1,582
		Older Youth	164
		Younger Youth	368
ETA ASSIGNED #:	Total Exiters:	Adults	1,755
42180		Dislocated Workers	575
		Older Youth	103
		Younger Youth	205
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	66.8
	Dislocated Workers	79.0	70.9
Retention Rate	Adults	85.0	88.2
	Dislocated Workers	91.0	90.1
Six Months Average Earnings	Adults	15,500	15,960
	Dislocated Workers	17,500	16,706
Placement in Employment of Education	Youth (14-21)	63.0	59.5
Attainment of Degree or Certificate	Youth (14-21)	63.0	80.0
Literacy or Numeracy Gains	Youth (14-21)	45.0	54.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
		x	
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Southwest Corner Workforce Investment Area	Total Participants Served:	Adults	574
		Dislocated Workers	117
		Older Youth	66
		Younger Youth	202
ETA ASSIGNED #:  42005	Total Exiters:	Adults	223
		Dislocated Workers	42
		Older Youth	10
		Younger Youth	64
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	80.0	92.5
	Dislocated Workers	85.0	93.4
Retention Rate	Adults	88.0	93.2
	Dislocated Workers	93.0	87.0
Six Months Average Earnings	Adults	14,000	20,079
	Dislocated Workers	16,500	17,519
Placement in Employment of Education	Youth (14-21)	70.0	82.5
Attainment of Degree or Certificate	Youth (14-21)	85.0	94.6
Literacy or Numeracy Gains	Youth (14-21)	75.0	90.0
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:		Total Participants Served:		Adults	395
Tri-County Workforce Investment Area				Dislocated Workers	366
				Older Youth	34
				Younger Youth	66
ETA ASSIGNED #:		Total Exiters:		Adults	218
42110				Dislocated Workers	91
				Older Youth	3
				Younger Youth	4
				Negotiated Performance Level	Actual Performance level
Entered Employment Rate		Adults		78.0	79.7
		Dislocated Workers		86.0	91.3
Retention Rate		Adults		81.0	89.7
		Dislocated Workers		91.0	93.3
Six Months Average Earnings		Adults		11,500	11,516
		Dislocated Workers		17,000	16,916
Placement in Employment of Education		Youth (14-21)		64.0	64.9
Attainment of Degree or Certificate		Youth (14-21)		80.0	95.0
Literacy or Numeracy Gains		Youth (14-21)		78.0	72.7
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.					
Overall Status of Local Performance				Not Met	Met
				Exceeded x	
Comments:					

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  West Central Workforce Investment Area	Total Participants Served:	Adults	754
		Dislocated Workers	299
		Older Youth	37
		Younger Youth	216
ETA ASSIGNED #:  42145	Total Exiters:	Adults	695
		Dislocated Workers	83
		Older Youth	12
		Younger Youth	52
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	75.0	87.3
	Dislocated Workers	80.0	87.9
Retention Rate	Adults	85.0	83.2
	Dislocated Workers	89.0	91.3
Six Months Average Earnings	Adults	12,750	12,909
	Dislocated Workers	16,500	18,316
Placement in Employment of Education	Youth (14-21)	67.0	74.6
Attainment of Degree or Certificate	Youth (14-21)	84.0	96.8
Literacy or Numeracy Gains	Youth (14-21)	59.0	78.6
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2012**  
**Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Westmoreland and Fayette Workforce Investment Area	Total Participants Served:	Adults	948
		Dislocated Workers	514
		Older Youth	112
		Younger Youth	233
ETA ASSIGNED #:  42045	Total Exiters:	Adults	261
		Dislocated Workers	105
		Older Youth	16
		Younger Youth	41
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	80.0	86.9
	Dislocated Workers	84.0	94.7
Retention Rate	Adults	84.0	87.9
	Dislocated Workers	91.0	90.6
Six Months Average Earnings	Adults	13,500	20,307
	Dislocated Workers	16,000	18,458
Placement in Employment of Education	Youth (14-21)	65.0	73.1
Attainment of Degree or Certificate	Youth (14-21)	80.0	86.0
Literacy or Numeracy Gains	Youth (14-21)	60.0	71.4
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance	Not Met	Met	Exceeded
			x
Comments:			



## Section D – Appendix II

### **D.1. Summary of Pennsylvania’s Active Waivers**

#### **Waiver to permit the commonwealth to replace the performance measures at WIA Section 136(b) with the common measures**

The waiver to replace the Workforce Investment Act of 1998 (WIA) performance measures with a set of common performance measures will continue to move Pennsylvania’s programs to higher accountability standards across systems, programs and agencies. The commonwealth’s request for waiver of the current WIA performance measures in order to implement the Common Measures developed by OMB was approved by USDOL on January 31, 2005. Pennsylvania requested continued authority for this waiver.

#### **Waiver of the prohibition on the use of Individual Training Accounts (ITAs) for older and out-of-school youth**

The waiver of the prohibition on the use of ITAs for Out-of-School Youth (OSY) expands consumer choice while providing relevant High Priority Occupation skills training for youth in need of a pathway to career employment. OSY continue to be one of the most difficult populations to serve because their interest often lies in obtaining full-time employment rather than being involved in a typical structured setting that youth contracts provide. This waiver provides flexibility by opening the approved training provider list to OSY. This waiver was approved by USDOL. Pennsylvania requested continued authority for this waiver.

#### **Waiver to increase the employer reimbursement for On-the-Job Training (OJT)**

OJTs can address the skill mismatch challenge by bridging the divide between unemployment and employment. The OJT waiver request has been modified to include a variable rate training reimbursement based upon the skills gaps between the trainee’s past training and experience and the requirements of the new job. The waiver also seeks to provide additional incentive for offering OJT opportunities to job seekers who are long-term unemployed, veterans, ex-offenders, displaced homemakers, and low-income individuals such as those receiving public assistance, migrant workers, seasonal farm workers, and/or individuals with multiple barriers to employment, including older individuals, persons with limited English proficiency, and persons with disabilities. Concurrently, employers are able to hire workers and expand their operations, which will lead to a reinvigorated local economy. Pennsylvania requested continued authority of this waiver, as amended.